



## **SCANIA APPRENTICESHIP PROGRAMME**

### **EQUAL OPPORTUNITIES**

Our training partner, Skillnet, helps us to recruit our Apprentices.

Skillnet ensures recruitment and selection is a fair and open process and that treatment of all learners is the same. At the recruitment stage, Skillnet collates information from applicants so that we can monitor the effectiveness of our equality and diversity policy. This allows us to identify trends and to take positive action in favour of under-represented groups.

In supplying applicants to companies for interview, Skillnet always aim to put forward the most suitable person/persons for the position offered, in terms of skills, abilities and potential. All learners are questioned during the review process about harassment or bullying issues. All complaints and grievances are investigated through Skillnet's Customer Complaints and Appeals Procedure.

#### **Apprenticeships for women**

In the past, the motor industry did not recruit large numbers of women to train as service technicians, however this is changing fast. More and more women are training to repair vehicles in all sectors and we are keen to train more.

If you are thinking about joining the motor industry, talk to us. We can offer you the opportunity to spend time in a dealership to see if it's likely to be the right career choice for you and if you do decide to train as an apprentice, we will support you all the way through your qualification.

We have also appointed female mentors to work with all of our female learners. If you have any problems with any part of your training programme, there is always a female member of staff you can speak to who will try to help.

#### **Applicants with disabilities**

The motor industry can be complex and challenging, but this should not stop anyone from being interested in working in it. We welcome applications from people with disabilities and we aim to make all of our services and premises accessible wherever possible and practical. If we do not think we can help you directly we will work hard to refer you to people with specialist skills who can. Our commitment to widening participation in the industry amongst groups who have been under-represented so far is real, so please contact us.